STILL DEVELOPING AND/OR IN DISCUSSION
May 2014

The Wisconsin Department of Public Instruction (DPI) has built an Educator Effectiveness (EE) System BY and FOR Wisconsin Educators and will continue to draw upon feedback from the pilot to refine the System before statewide implementation. Therefore, DPI is still developing and/or discussing some resources and components of the System to ensure they meet the intended purpose of the System. This document lists DPI decisions (to date) still in discussion and/or development. As DPI completes resources or decisions, EE Staff will move those items from this list to either Consistent or Flexible.

Shaded areas reflect major changes or additions to the latest version.

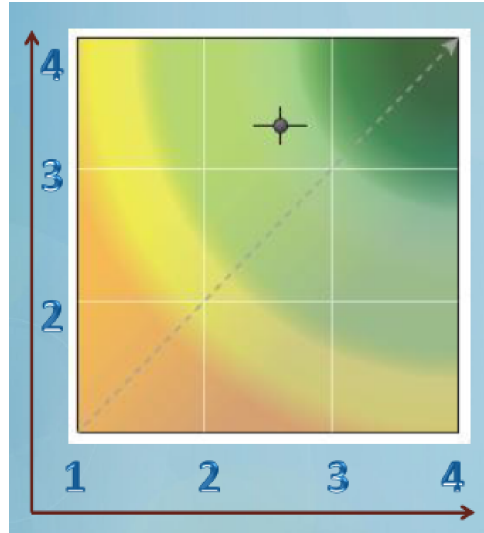| SYSTEM	
For all districts unless indicated otherwise	
Alignment	• Consistent with DPI's work (with the Association of Wisconsin School Administrators [AWSA]) to develop district and school administrator tools regarding the Big 3, DPI is working to further show how the EE System aligns to other agency and federal initiatives, and reducing or decreasing duplication in processes for schools/districts (e.g., forms, reporting). Examples include: 　o Alignment of EE processes, forms, and reporting with Priority/Focus School requirements; 　o Descriptions of how EE Plan (EEP) data could support development of Professional Development Plan (PDP) goals; 　o Minimizing grant and reporting documentation required by the agency and structuring the input process to inform multiple agency initiatives. • DPI teams are meeting internally to align existing professional development and resources to help support EE System implementation. For example, DPI staff will explain how districts can use: 　o WISExplore to review data and set targeted growth goals to support development of Student Learning Objectives—currently the data supports School Learning Objectives (SLO); 　o WISEdash to report visually all EE data, while maintaining data security; 　o WISElearn to provide state-developed professional development, Teachscape Learn, and access to a state library of Wisconsin teacher videos of practice; 　o Additionally, the EE staff is working with the licensing staff to further align the EE System to preparation programs, licensing, and PDPs requirements. • The EE Team is working with other agency teams to create additional learning opportunities (e.g., Unconferences or EdCamps which support this alignment.)
SYSTEM	
Specific to State Model Districts	

Development	DPI is currently working with content experts and professional organizations to develop guidance on how to modify the existing framework for teacher and principal evaluations: • To support educators in unique roles or environments, including rural contexts; • To meet the unique needs of associate or assistant principals, and training for principal evaluators. The EE Team has begun the initial work and now is developing guidance for more roles, and vetting, cleaning, and organizing the work to include in a new Toolkit: Unique Roles and Contexts.

PRACTICE
Specific to State Model Districts

Teachscape	• DPI has met with Teachscape and Charlotte Danielson to prioritize the revisions to the platform, as it currently exists, to better support the purpose and process of the WI EE System.
	  o These revisions will occur through the summer and support the process for fall of 2014-15.
	  o Once we finalize the revisions that can be made in that short timeline, DPI will provide more information.
	  o Other revisions will move to the next quarter.
	• DPI is discussing two monetary issues with Teachscape as part of our contract:
	  o The cost associated with a new certification test, should an evaluator fail twice;
	  o The cost structure (currently by bundle type per individual educator) in order to speed up the provisioning process.

OUTCOMES
*Outcomes same across **all models***

Measures	• DPI will continue to monitor evaluation data from the pilot and initial implementation of the EE System and results from analysis of other state evaluation systems to inform possible refinements to the EE System. • DPI has committed to modifying measures if data/research indicates one should be included or excluded.

Score Summary
*Same across **all models***

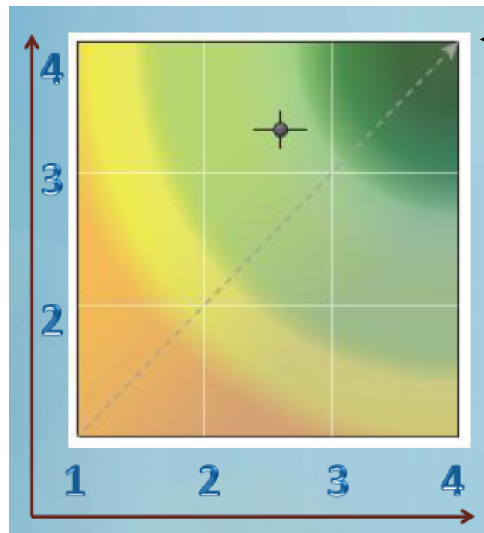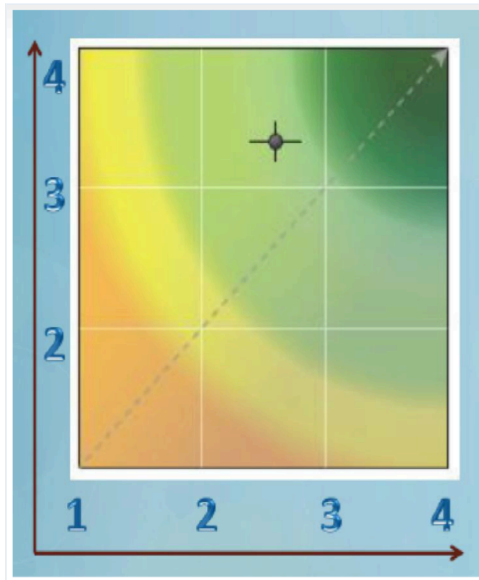|	

Local Reporting	• DPI is considering how best to report data locally in WISEdash Secure in a way that will align with the purpose of the System—informing practice to improve student outcomes. Currently under consideration is to report information along a continuum, starting with data/reports that will be MOST informative to a teacher or administrator.
	  o *A possible example*:
	    ▪ The dashboard/landing page would show individual component (or standard) and SLO scores graphically (e.g., bar charts, etc.), as these data are the most informative/meaningful.
	    ▪ Then, a report similar to the chart on the following pages:

1.

SLO

Practice

2.

Expected Correlation Line

VA

Practice

Educator Practice: 3.2

Student Outcomes: 2.6